

**WDRB-TV**  
**LOUISVILLE, KENTUCKY**  
**INDEPENDENCE TELEVISION COMPANY**

**EEO REPORT FOR PERIOD ENDING MARCH 31, 2018**

## WDRB-TV/WBKI-TV

### ANNUAL EEO PUBLIC FILE REPORT

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This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WBKI-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2017 to and including March 31, 2018.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WBKI-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@wdrb.com](mailto:humanresources@wdrb.com).

It is the policy of WDRB-TV and WBKI-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

# WDRB-TV/WBKI-TV

## APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2017 TO MARCH 31, 2018

Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-TV

### Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Motion Graphic Designer 05/20/2016	1-28, 30	wdrb.com 04/24/2017	2
2. Account Executive #1 06/29/2016	1-28	wdrb.com 06/26/2017	3
3. Account Manager #1, #2 02/01/2017	1-28	client referral (2) 05/08/2017, 05/15/2017	4
4. TV Promotion and Marketing Producer 02/02/2017	1-30, 32	LinkedIn 04/24/2017	2
5. Morning News Producer 02/22/2017	1-29	wdrb.com 05/22/2017	2
6. 10PM News Producer 02/22/2017	1-29	employee referral 06/19/2017	3
7. Photographer #1, #2, #3, #4, #5 03/24/2017	1-29, 38	wdrb.com (2), TVJobs.com, Indeed.com (2) 04/04/17, 04/12/17, 04/29/17, 05/22/17, 05/24/17	8
8. WBKI Account Manager #1 05/15/2017	1-28	employee referral 08/21/2017	6
9. Weekend Director 07/25/2017	1-28	wdrb.com 09/11/2017	3
10. Production Assistant #1 08/08/2017	1-28	wdrb.com 09/11/2017	2

11. Photojournalist #6 08/23/2017	1-29, 39	employee referral 10/02/2017	1
12. Meteorologist 08/24/2017	1-29	wdrb.com 10/23/2017	3
13. Education Reporter 09/11/2017	1-28, 40-42	wdrb.com 12/18/2017	3
14. Morning News Reporter 10/12/2017	1-29	wdrb.com 12/18/2017	3
15. Research Director 11/07/2017	1-29, 31, 32	LinkedIn 01/29/2018	3
16. Photojournalist #7 01/26/2018	1-29, 39	client referral 02/07/2018	1
17. Account Executive #2 02/01/2018	1-28	employee referral 02/12/2018	2
18. Account Manager #3 10/06/2017	1-28	employee referral 03/12/2018	6
19. Production Assistant #2 02/15/2018	1-28	wdrb.com 03/19/2018	2
20. Account Executive #3 02/26/2018	1-28	employee referral 03/19/2018	1

Total Number of Persons Interviewed During Applicable Period:

60

## **Appendix 2 - RECRUITMENT SOURCE LIST**

<b><u>RS #</u></b>	<b><u>RS INFORMATION</u></b>	<b><u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2017-MARCH 31, 2018</u></b>
	<b>* Entitled to receive notification of job openings</b>	
1	* Nikki Shedletsky and Michelle Reiss Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	* KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	* I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville Cards Career Link Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	
7	* Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	
8	* Franeisha Jones	

- Bellarmine University  
2001 Newburg Road  
Louisville, KY 40205-0671  
(502)452-8000
- 9 Gina Stephen  
KY Dept. of Vocational Rehab.  
200 Juneau Dr., Suite 2  
Louisville, KY 40243  
(502)254-3195
- 10 Jo Frye and/or Sherry Klein  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6507 or (502) 456-6504
- 11 Debra Eberle or Lynn Prinz  
Indiana University Southeast  
4201 Grantline Road  
New Albany, IN 47150  
(812)941-2265
- 12 Michelle Pruitt  
Center for Women & Families  
P.O. Box 2048  
226 West Breckinridge Street  
Louisville, KY 40201  
(502)753-3204
- 13 Jennifer Harris  
Lincoln Foundation  
233 West Broadway, Suite 400  
Louisville, KY 40202  
(502)585-4733
- 14 WDRB.com  
624 W. Muhammad Ali Blvd.  
Louisville, KY 40203  
(502)584-6441
- 15 Harbor House-Kay Dalton  
2231 Lower Hunters Trace  
Louisville, KY 40216  
(502)719-0072
- 16 \* American National University (formerly National College)  
Tammy Southerling  
4205 Dixie Highway  
Louisville, KY 40216  
(502)447-7634

- 17 Southwest Center  
Attn: Brenda Tierney  
8009 Terry Road  
Louisville, KY 40258  
(502) 935-1848
- 18 Collective Talent  
1721 Richardson Place  
Tampa, FL 33606  
(813)254-9695
- 19 WDRB-TV In-house Employees 1
- 20 WDRB-TV Employee Referrals 11
- 21 WDRB-TV Client Referrals 5
- 22 Daymar College  
4112 Fern Valley Road  
Louisville, KY 40219  
(502)495-1040
- 23 Brown Mackie College  
Chastity Trzop  
3605 Fern Valley Road  
Louisville, KY 40219  
(502)810-6113
- 24 Goodwill Industries of KY  
Elvin Stampely and Sonya Ragland  
332 W. Broadway, Suite 1000  
Louisville, KY 40202  
(502)574-4069
- 25 \* St. Stephen Church  
Attn: Human Resources  
1018 S. 15th Street  
Louisville, KY 40210
- 26 \* Campbellsville University  
Teresa Elmore, Director of Career Services  
1 University Drive UPO 917  
Campbellsville, KY 42718  
(270)789-5192  
[telmore@campbellsville.edu](mailto:telmore@campbellsville.edu)
- 27 crew.cc  
Jefferson Community & Technical College
- 28 Kentucky Broadcasters Association  
101 Enterprise Drive

Frankfort, KY 40601  
[Laura@kba.org](mailto:Laura@kba.org)

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|----|--|---|
| 29 | TVJobs.com<br>Broadcast Employment Services<br>P.O. Box 4116<br>Oceanside, CA 92052<br>(800)374-0119                                     | 4 |
| 30 | Louisvilleadfed.org<br>Robin Miller<br>200 Distillery Commons, Suite 100<br>Louisville, KY 40203<br>(502)_582-2444                       |   |
| 31 | Spots n Dots Ads<br>Emily McKay<br><a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a><br>(888) 884-2630                          |   |
| 32 | Linked In<br>2029 Stierlin Court<br>Mountain View, CA 94043  | 4 |
| 33 | WBKI.TV<br>624 W. Muhammad Ali Blvd.<br>Louisville, KY 40203<br>(502) 584-6441   |   |
| 34 | Media Bistro<br>770 Broadway, 15th Floor<br>New York, NY 10003<br><a href="mailto:job.info@mediabistro.com">job.info@mediabistro.com</a> |   |
| 35 | Career Builder<br>13047 Collection Center Drive<br>Chicago, IL 60693-0130<br>(800) 891-8880  |   |
| 36 | 602 Communications<br>Sandy Lizik<br>(602) 954-8373<br><a href="mailto:slizik@602communications.com">slizik@602communications.com</a>    |   |
| 37 | Broadcasting & Cable<br>28 East 28th Street, 12th Floor<br>New York, NY 10016<br>(212) 378-0400, ext. 517                                |   |
| 38 | Indeed.com<br>(800)475-4361  | 4 |



39	TVNewsStorytellers.com Matt Mrozinski <a href="mailto:Tvnstorytellers@gmail.com">Tvnstorytellers@gmail.com</a>	
40	Education Writers Association 3516 Connecticut Avenue NW Washington, DC 20008 (202) 452-9830	1
41	Journalismjobs.com (510) 508-7386 <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a>	1
42	RealMatch Inc. Mediajobs connection presented by Poynter 205 Lexington Ave. 8th Floor New York, NY 10016 (732) 659-6410 <a href="mailto:support@realmatch.com">support@realmatch.com</a>	
<b>Total Interviewees Over Reporting Period</b>		<b>60</b>

## WDRB-TV/WBKI-TV

### APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM COVERING THE PERIOD FROM APRIL 1, 2017 TO MARCH 31, 2018

Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WBKI-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</u>
4/1/17 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Production, or Human Resources receive credit hours for training. During this reporting period, we have had two interns; one in our News Department who attended Trevecca Nazarene University and one in our Production Department who attended Murray State.
3/1/18 Ongoing	Internship Program in the Production Department for high school students from the Broadcast Program at Trinity High School. Students participate in 15 on-site sessions in exchange for high school credit. During this reporting period, we had one intern.
4/1/17 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period, we had job shadows from Bellarmine University (2), University of Kentucky, and Mississippi State University.
4/1/17 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
4/13/17	Indiana University Southeast Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/17 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/17 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/17 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. Students also visit our weather lab in the station.
4/1/17 Ongoing	Station talent are emcees, guest speakers and readers at various schools and public events.